



THE SECRETARY OF TRANSPORTATION

WASHINGTON, D.C. 20590

January 28, 2005

Policy Statement on Employment and Advancement of Persons with Disabilities 2004

As one of the authors of the Americans with Disabilities Act of 1990 during my service in Congress, I am firmly committed to making the U.S. Department of Transportation a model employer of people with disabilities. I strongly encourage outreach and the selection and advancement of individuals with disabilities whose qualifications meet our mission needs. Particular emphasis is placed on such individuals with severe disabilities, often referred to as "targeted disabilities."

Section 501 of the Rehabilitation Act of 1973 prohibits Federal agencies from discriminating against qualified individuals with disabilities. It also requires agencies to provide hiring, placement, and advancement opportunities for individuals with disabilities.

The Department is expected to face a significant challenge in recruiting candidates to fill vacancies created by departures from Federal service. However, this challenge should present increased opportunities to hire individuals with disabilities, especially those with targeted disabilities. The Department is committed to identify and remove any barriers to hiring, promoting, and retaining these individuals.

Our goal is to provide a work environment that welcomes qualified individuals with disabilities and effectively utilizes their skills, knowledge, and abilities. When requested, appropriate work site adjustments and technology will be provided in accordance with DOT Order 1011.1, "Procedures for Processing Reasonable Accommodation Requests by Applicants and Employees with Disabilities." Each of us has a responsibility to report any barriers to meeting our goal. Together, we can make the Department a better workplace for every employee. Join me in advancing the employment opportunities and in improving the work environment for persons with disabilities in our workforce.

A handwritten signature in black ink, appearing to read "Norman Y. Mineta", is positioned above the printed name.

Norman Y. Mineta